

WHITLEY LODGE UNDER FIVES

ANTI BULLYING POLICY

Statement of intent

We are committed to providing a caring, friendly and safe environment for all our children so that they can learn and develop in a secure atmosphere. We also believe our employees have the right to work in an environment free from harassment and intimidation and which promotes dignity, respect and equality in the workplace. Bullying/Peer on Peer abuse of any kind is unacceptable in our pre-school.

What is bullying?

Bullying can be:

- **Emotional** - being unfriendly, excluding, tormenting, using body language e.g. threatening looks
- **Physical** – pushing, kicking, hitting, pulling hair or any use of violence
- **Racist** – racial taunts, negative stereotyping, gestures
- **Verbal** – name calling e.g. smelly, reference to body image e.g. fatty, teasing
- **Homophobic** – because of or focussing on the issue of sexuality
- **Sexual** – unwanted physical contact, sexist language, negative stereotyping
- **Cyber** – misuse of all areas of the internet, mobile phones, video and cameras.

One-off incidents, whilst always taken seriously and dealt with as they occur, do not fall within the definition of bullying. Bullying results in pain and distress to the victim and this is why it is important to respond appropriately to bullying. No one deserves to be a victim of bullying and everyone has a right to be treated with respect. People who are bullying need to learn different ways of behaving.

Legislation and references

Safeguarding Children Policy

Behaviour Policy

Staffing and Employment Policy (inc Grievance and Disciplinary Procedures)

Inspecting safeguarding in early years, education and skills settings (Ofsted 2016)

Aim

Our pre-school aims:

- To raise awareness about the issues of bullying
- To be alert to and respond effectively and appropriately to all instances of bullying
- To reduce instances of bullying to a minimum

Method

- Our policy is made known to all staff and parents via the Welcome Pack.

- Staff are aware of the need for vigilance and that there are times/areas where instances of bullying would be more likely to occur.
- All instances of bullying should be discussed with the Manager and named person for Behaviour Management.
- Staff should respond to instances of bullying calmly and without aggression, to avoid reinforcing the message that it is acceptable to bully if you have power.
- If a member of staff experiences bullying or witnesses bullying of a colleague this should be reported to a Manager or Chair of the committee.

Depending on the severity of the incident we may use some/all of the following strategies:

- The victim of a bullying incident will be supported.
- The child who is bullying will be confronted and the effects of their behaviour explained to them.
- The child who is bullying would be encouraged to make amends e.g. say sorry.
- Strategies outlined in our Behaviour Policy will be used to help children modify their behaviour.
- Parents/carers of both children may be involved.
- A dated record of the incident may be made.
- Concerns may be shared with the whole staff group.
- Staff will follow up any incident of bullying to ensure that it is not happening repeatedly.
- All incidents of staff harassment will be investigated and appropriate disciplinary action taken (see Disciplinary Procedure).

This policy was read and understood by all staff.

Carol Shields.....
 Lucy Brown.....
 Helen Graham-Potts.....
 Jayne Pronk.....
 Amy Kennedy.....

Staff meeting date.....2/9/21.....

To be revised September 2022